

# HUMAN RESOURCES FOR TREATING NEW CANCER CASES IN BOSNIA

## Executive Summary

The purpose of this report is to describe the human resources needed in Bosnia to treat new cancer patients.

The population of Bosnia is approximately 3.77 million (1.82 million men and 1.96 million women) and the estimated number of new cancer cases in Bosnia for the year 2008, based on Globocan data for Bosnia as a whole (<http://globocan.iarc.fr/>) was 9778 (5535 in men and 4243 in women) (Table A). The five most common cancers in Bosnia are (1) urological (bladder, kidney, prostate and testis), (2) lung, (3) colorectal, (4) breast and (5) gynecological (cervix uteri, corpus uteri and ovary).

Table A: The five most frequently occurring cancers in Bosnia for men and women based on 2008 Globocan data (<http://globocan.iarc.fr/>).

Cancer	Both	Rank	Men	Rank	Women	Rank
All cancers excl. non-melanoma skin cancer	9778		5535		4243	
Urological	1578	1	1389	1	189	8
Lung	1503	2	1177	2	326	4
Colorectal	1166	3	709	3	457	3
Breast	1100	4			1100	1
Gynecological	687	5			687	2
Head and Neck	681	6	454	4	227	6
Stomach	610	7	396	5	214	7
Hematological Malignancies	587	8	332	6	255	5

Newly diagnosed cancer patients need pathology, surgery, chemotherapy and/or radiation therapy. The number of oncologists needed is based, therefore, on the number of patients requiring pathology, surgery, chemotherapy and radiation therapy (Table B). This number is estimated from the percentage of patients requiring surgery, chemotherapy and/or radiation therapy for the top ten cancers in both men and women. For developing countries the International Atomic Energy Agency (IAEA) recommends training Radiation/Clinical Oncologists who can prescribe both radiation and chemotherapy for the common solid cancers, instead of separate medical and radiation oncologists. Hematological malignancies are treated primarily by hematologist-oncologists. The number of specialists needed is based upon the number of cancer patients but each city, in order to ensure coverage if one person leaves or goes on vacation, must have at least 2 surgical oncologists, 2 radiation/clinical oncologists, 2 hematologist oncologists, etc.

Table B: Number of Oncologists needed for Bosnia's most populous city based on 2008 population estimates (<http://citypopulation.de/>) and 2008 Globocan data for new cancer cases (<http://globocan.iarc.fr/>).

	<b>New Cancer Cases</b>	<b>Surgical Oncologists</b>	<b>Radiation / Clinical Oncologists</b>	<b>Urologic Oncologists</b>	<b>Gynecologic Oncologists</b>	<b>Pathologists</b>
<b>Sarajevo</b>	<b>1019</b>	2	6	2 <sup>†</sup>	2 <sup>†</sup>	3

†At least 2 are needed in each city.

In addition to oncologists, support staff such as onco-pharmacists, pharmacy technicians, oncology nurses and palliative care specialists is also needed. Many cancer patients require hospitalization for diagnosis, treatment and/or complications, therefore an adequate number of oncology beds will be needed. The number of oncology nurses, onco-pharmacists and pharmacy technicians needed is based upon the number of beds occupied daily by cancer patients while the number of palliative care specialists is based on the number of new cancer cases per year (Table C). The oncology nursing staff for each 24-bed oncology unit (operating 24 hours a day, 7 days a week) comprises of one head nurse and a nurse specialist as well as 13 nurses working 8 hour shifts, 5 days per week.

Table C: Number of Oncology Units, Nursing and Pharmacy Staff needed for Bosnia's most populous citybased on 2008 population estimates (<http://citypopulation.de/>) and 2008 Globocan data for new cancer cases (<http://globocan.iarc.fr/>).

	<b>New Cancer Cases</b>	<b>Oncology Beds/Day</b>	<b>24 bed Oncology Wards</b>	<b>Onco-Pharmacists</b>	<b>Pharmacy Technicians</b>	<b>Palliative Care Specialists</b>	<b>Oncology Ward Nurses</b>
<b>Sarajevo</b>	<b>1019</b>	25	2	8	12	3	30

Since many cancer patients require radiotherapy, appropriately equipped facilities will be needed along with radiation oncology staff (Tables D and E). Radiation oncology staff includes radiation therapy technicians, medical physicists, Linac engineers and radiation oncology nurses in addition to radiation/clinical oncologists. The minimum radiation therapy equipment requirements are at least one of each: Linac, brachytherapy unit, CT simulator, treatment planning computer and dosimetry/quality assurance package.

Table D: Radiation Therapy Staff needed for Bosnia's most populous citybased on 2008 population estimates (<http://citypopulation.de/>) and 2008 Globocan data for new cancer cases (<http://globocan.iarc.fr/>).

	New Cancer Cases	Radiation / Clinical Oncologists	Radiation Therapy Technicians	Medical Physicists	Linac Engineers	Radiation Oncology Nurses
Sarajevo	1019	6	9	3	2 <sup>†</sup>	3

<sup>†</sup>At least 2 are needed in each city.

Table E: Radiation Therapy Equipment needed for Bosnia's most populous city based on 2008 population estimates (<http://citypopulation.de/>) and 2008 Globocan data for new cancer cases (<http://globocan.iarc.fr/>).

	New Cancer Cases	Linac / Co 60 Megavolt Unit	Brachytherapy Units	CT Simulators	Treatment Planning Computers	Dosimetry /QA Packages
Sarajevo	1019	2	1	1	1	1

**NOTE:** Guidelines from the IAEA of the United Nations were used to calculate the radiation therapy equipment and staff needed in the setting of a developing country. Guidelines from the Oncology Nursing Society were used to calculate the number of nurses needed. Several other specialty societies were also requested to provide guidelines but in most cases there were none, therefore colleagues active in those fields were consulted for estimating the number of staff needed.